

Employee Wellbeing

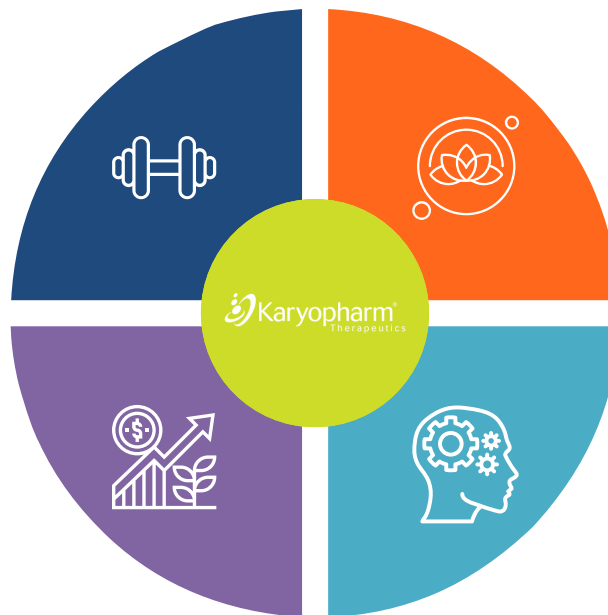
The Karyopharm Wellbeing Program has been designed to support you in managing your health and overall wellbeing. Beyond Physical Wellbeing, the program includes reimbursement for Financial, Mind, and Full Body Wellbeing activities. This is a program through our vendor, [ThrivePass](#) that will allow up to \$1,200 per employee annually (\$100 monthly accrual). This program enables you to have options and flexible ways to invest in your total wellness. Reach out to benefits@karyopharm.com for information.

PHYSICAL WELLBEING

- Purchase of At-Home Indoor / Outdoor Fitness Equipment
- Virtual Fitness Classes
- Personal Trainer Fees
- Gym / Sports Membership Fees

FINANCIAL WELLBEING

- Financial Advising
- Debt Management
- Tutoring for Children
- Childcare Costs
- Home Office Improvement Costs



FULL BODY WELLBEING

- Costs for Massages / Acupuncture
- Nutrition / Weight-Loss Counseling
- Farm to Table Co-Ops
- Juice Cleanses

MIND WELLBEING

- Enrollment Fees for Mindfulness / Resilience Programs
- Programs that Promote Mental and Emotional Wellbeing
- Wellness Apps

Valuable Additional Benefits

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Living a productive and fulfilling life requires a healthy mind and healthy body. The Employee Assistance Program offered by Karyopharm through ComPsych, a confidential, third-party administrator, is available for you and your dependents should you need assistance with managing the daily stresses of work, home, and family. ComPsych can assist with health and wellness topics such as stress, alcohol and drug dependencies, adjusting to change, child and elder care, grief, family or parenting issues, marital or relationship issues.

The program is available to you at no additional cost, except when using discounted services like Legal Consultation. You can access the program by calling **(800) 272-7255** or check out their website [guidanceresources.com](https://www.guidanceresources.com) with **Web ID: COM589**.

EMPLOYEE PERKS AND DISCOUNTS

ComPsych is proud to offer you FREE access to the Working Advantage members-only program! This unique program gives you access to exclusive discounts and special offers to theme parks, shopping, movie tickets, hotels, Broadway shows, and much more - with savings up to 60% off!

PAID TIME OFF (PTO)

KPTI believes in caring for each employee as a whole person. This includes rest and relaxation! KPTI is excited to offer a generous PTO policy as well as multiple perks and discounts to help the whole family enjoy a night out or dream vacation! **Wellbeing includes taking a break from time-to-time. Don't forget to use your PTO, that's what it's there for.**

EMPLOYEE CATEGORY	LENGTH OF SERVICE	HOURS PER YEAR	MONTHLY ACCRUAL (Hours)	ANNUAL CARRY-OVER (Hours)
Regular, Full-Time Employees	0 - 5 years	160 hours (20 days)	13.34 hours	80
	5+ years	200 hours (25 days)	16.67 hours	104

California, Montana, and Nebraska employees are subject to local law. Please reach out to HR with any questions.